



## **Babysitting Policy**

Clapham & Clapham Park Montessori understands that parents sometimes ask staff to babysit for their children. This practice is discouraged in accordance with recommendations from the Local Authority Safeguarding Lead.

The situation where a parent whose child is not currently attending the nursery asks a member of staff to babysit can be considered to fall outside the scope of this policy.

However, where a parent and staff member do wish to enter into a babysitting agreement we apply the following policy, which aims to clarify some points regarding this private arrangement between staff and parents/carers.

We ask that both parents and staff acknowledge and adhere to the following statements:

- Staff must notify the proprietors if they are going to babysit any child(ren) currently attending the nurseries before doing so.
- Clapham & Clapham Park Montessori will not be responsible for any private arrangements or agreements that are made.
- Clapham & Clapham Park Montessori will not provide the personal telephone numbers of either staff or parents; it is up to the parents and staff to liaise between each other.
- Clapham & Clapham Park Montessori will not be accountable for the babysitter when in the home of the family and as such are not bound by any of their policies and procedures regarding practice or procedure.
- Out of hours work arrangements must not interfere with a staff member's employment with Clapham & Clapham Park Montessori.
- Confidentiality of employment must be adhered to and respected. In particular, staff must comply with their obligations under Clapham & Clapham Park Montessori's Confidentiality Policy.
- Nursery matters must not be discussed by parents and staff when outside of the nursery - these should be dealt with in the appropriate manner during nursery hours.
- Staff should maintain an appropriate level of professionalism.
- Parents are responsible for carrying out their own checks on the suitability of a member of staff to babysit for their child. They should be aware that a member of staff awaiting enhanced DBS clearance would not be working unsupervised in the nursery.
- Parents should also be aware that other adults accompanying the babysitter may not have the relevant DBS clearance, and it may not be appropriate for them to care for children.
- Clapham & Clapham Park Montessori will not be held responsible for any health and safety or other issues that may arise from these private arrangements.

- Parents should recognise that whilst Clapham & Clapham Park Montessori has a duty of care to all children whilst on our premises, and in the care of our staff, this duty does not extend to private arrangements between staff and parents/carers outside of nursery hours.
- Staff must recognise that they have a duty to adhere to safeguarding policies, including the Safeguarding Children and Child Protection Policy, and any issues that arise must be reported to the manager.
- Should staff have any safeguarding concerns whilst babysitting then they should seek advice from the Designated Safeguarding Lead.
- If the staff member is to take the child out of nursery at the end of the session, the parents must name that member of staff on the Enrolment Form as someone who is authorised to collect that child.
- No babysitting may take place in the staff member's home.
- The staff member and child will not be covered under Clapham & Clapham Park Montessori's insurance for any private arrangements.
- When babysitting, staff members must always remain professional and maintain and respect the expectations we have of our staff at Clapham & Clapham Park Montessori.
- Both the parent(s) and the staff member should sign a copy of this policy (which will then be kept with the child(ren)'s records) before any babysitting takes place.

<b>Policy reviewed:</b>	<b>Signed on behalf of the nursery:</b>	<b>Date for next review:</b>
April 2025	Ros Bowles and Lucía Gómez-Santana	April 2026